

STATE DISABILITY INSURANCE (SDI) AND A LEAVE OF ABSENCE

PREGNANCY DISABILITY LEAVE/CALIFORNIA FAMILY RIGHTS ACT (CFRA)/
DISABILITY INSURANCE (DI) FOR PREGNANCY DISABILITY/PAID FAMILY LEAVE (PFL)/
FAMILY AND MEDICAL LEAVE ACT (FMLA)/AND HEALTH CARE BENEFITS**SDI**

Up to 52 weeks.

LEAVE OF ABSENCE

A period not to exceed one (1) year.

The following is an example of a pregnancy disability/birth which is counted against the above Leave of Absence and SDI:

PDL6 weeks of leave (up to a
max of 4 months) for a
pregnancy disability/birth**CFRA**12 weeks of job-protected coverage in a 12-month period
for bonding**DI**6 weeks
pregnancy disability/birth**PFL**6 weeks in a 12-month
period for bonding**FMLA**12 weeks of job-protected coverage in a 12-month period
pregnancy/birth/bonding**Health Care Benefits**

12 weeks of employer-covered benefits FMLA/CFRA

1. PDL is for a period of actual disability caused by a pregnancy, childbirth, or a related medical condition(s) (up to a maximum of four months, as medically needed). The employee's 12 weeks of FMLA entitlement is also counted during PDL. In the above, the PDL is for 6 weeks. After PDL, the employee may request a CFRA leave of up to 12 weeks to bond with the child. Time is also counted towards FMLA.
2. SDI runs concurrently with PDL, FMLA, and Health Care Benefits. The above chart shows six weeks of DI during a PDL. After a qualifying event, the employee may then choose 6 weeks of PFL in a 12-month period commencing after the DI benefits.
3. Both CFRA and FMLA require that the employer continue paying for the employee's "group health care" benefits. This obligation is only for a total of 12 workweeks of leave, whether taken under FMLA or CFRA or both. There is not a 12-week obligation to continue health care benefits under FMLA and then a separate 12-week obligation under CFRA.